

Town Of Walpole Health of Massachusetts

PERSONNEL BOARD

Brian Davis, Chairperson
Mary Campbell, Vice Chair
Phil Hinds
Nancy McCabe
John Sheppard

Town Hall
135 School Street
Walpole, MA 02081
Phone (508)-660-7294
Fax (508)-660-7303

MINUTES OF JUNE 13, 2012

A regular meeting of the Walpole Personnel Board was held on Wednesday, June 13, 2012 at 7:30 p.m. in Room #116 of the Town Hall. Nancy McCabe was unable to attend. The following were present:

Brian Davis, Chairperson
Mary Campbell
Phil Hinds
John Sheppard

Also: Michael Boynton, Town Administrator
James Johnson, Asst. Town Administrator

MINUTES:

Motion was made by Mr. Hinds and seconded by Ms. Campbell to:

Approve the Minutes of February 27th and March 20, 2012.

Motion was voted 4-0, unanimous.

SALARY SCHDEDULE & PERFORMANCE EVALUATION FORM:

Mr. Boynton is recommending a change to the non-union salary schedule. He would like to eliminate the steps and replace with min-mid-max salary schedule. Increases will be based on performance. The Personnel Board will define the merit and COL % increase for the next fiscal year. The new performance evaluation will allow department heads to take on more responsibility in the evaluation process. Mr. Boynton is requested that the Board members review the evaluation by their next meeting on July 2nd. The evaluation form must be ready by the beginning of September so that training and to get feed back from department heads.

Mr. Davis stated that this was a perfect time to do this. At the last meeting the Board members went through the evaluations that were completed last November and felt that the department heads did a really good job in the evaluation process. He particularly liked the goal area of the form.

Mr. Boynton pointed out that based on the salary survey that was completed in early spring, positions that were at least 10% over or under on the market average should be reviewed and reclassified to appropriate grade.

Mr. Davis mentioned that he would like copies of what was in place previously and copies of Minutes as to why the salary structure was changed to steps.

JOB DESCRIPTIONS: Held until next meeting



PDF
Complete

*Your complimentary
use period has ended.
Thank you for using
PDF Complete.*

[Click Here to upgrade to
Unlimited Pages and Expanded Features](#)

All were approved

ective Fiscal Year 2012 ó SEE ATTACHED

ective July 1, 2012 ó SEE ATTACHED

ive July 1, 2012 ó SEE ATTACHED

4. Fire Union COL/step increases effective July 1, 2012 ó SEE ATTACHED
5. Library Union/COL/step increases effective July 1, 2012 ó SEE ATTACHED
6. Police Union/COL/step increases effective July 1, 2012 ó SEE ATTACHED
7. Ron Bain, Dep Wiring Inspector, Inactive eff 7/1/12
8. Jenna Barnett, Disptacher, COL incr from \$19.79/hr to \$20.18/hr, eff 7/1/12
9. Kenneth Barsomian, rehire, Seasonal Laborer, Parks, step 2, \$11.34/hr, eff 4/10/12.
10. Paul Belham, Jr., Firefighter, step incr from step 1, \$848.16/wk to step 2, \$915.10/wk, eff 6/27/12
11. Cindy Berube, Executive Asst, BOS/TAdm, step incr from step 12, \$75,352/yr to step 13, \$76,860/yr, eff 8/1/12
12. Lloyd Brown, Dep Bldg Insp, resignation eff 5/18/12.
13. Thomas Childs, new hire, Deputy Bldg Inspector, \$26.59/hr, 15 hrs/wk, eff 6/19/12
14. Matthew Crown, new hire, Police Officer, step 1, \$860.71/wk, eff 6/25/12
15. Election Officers new hire, ó Agnes Carey, Kathryn Charron, David LaSalvia, Naifee MacLachlan, Anthony Ranaldi, Shirley Thoms, \$8.82/hr eff 6/2/12
16. Mitchell Gambon, new hire, Seasonal Laborer, Sep 1, \$11.33/hr, eff 7/2/12
17. Deborah Giguere, CSR, transfer from S&W to Assessor eff 7/1/12
18. Edward Gavin, Firefighter, step incr from step 1, \$848.16/wk to step 2, \$915.10/wk, eff 5/2/12.
19. Kevin Jelloe, rehire, Seasonal Laborer, Parks, step 2 \$11.34/hr, eff 6/18/12.
20. Sherry Joyce, CSR, transfer from Assessor/Collector to Collector, eff 7/1/12
21. Kia Kaizer, new hire, Library Page, \$9.19/hr, eff 6/18/12
22. Paul Lagoa, Police Officer, step incr from step 5, \$1,072.82/wk to step 6, \$1,094.28/wk, eff 5/25/12
23. Ross Lepper, Deputy Wiring Inspector, retirement/resignation eff 3/27/12.
24. Susan Manty, Principal Clerk, Police, step incr from step 2, \$19.40/hr to step 3, \$19.79/hr, eff 4/6/12.
25. Michael Mansen, Promotion from PW Craftsperson, S&W, W3-step 6, \$23.21/hr to HME0, Highway, W3A. step 6, \$23.67/hr, eff 5/21/12.
26. Paul Mansen, promotion from HME0 to Hwy Foreman, W7, step 5, \$26.96/hr, eff 4/23/12.
27. Kyle Meredith, rehire, Seasonal laboer, Parks, step 2, \$11.34/hr, eff 6/18/12.
28. Carly Moriarty, Dispatcher, step incr from step 4, \$20.19/hr to step 5, \$20.59/hr, eff 5/3/12.
29. David Prendergast, rehire, Seasonal Laborer, Parks, step 3, \$11.56/hr, eff 6/11/12
30. Cynthia Rayner, Library Clerk, resignation eff 3/27/12.
31. Ken Riley, prom from S&W, PW Laborer, step 1 \$18.86/hr to Pump Station OpW3, step 1, \$21.63/hr, eff 4/2/12.
32. Barbara Rossi, Principal Clerk, Police, step incr from step 1, \$19.02/hr to step 2, \$19.40/hr, eff 6/22/12
33. Christopher Shea, Firefighter step incr from step 4 \$1,037.90/wk to step 5, \$1,058.67/wk, eff 5/12/12.
34. David Sottile, rehire, Seasonal Laborer, Parks, step 3, \$11.56/hr, eff 4/9/12
35. Kira Street, promotion from Library page, H0, step 5, \$9.56/hr to Sr. Page, H4, step 1, \$12.00/hr, eff 6/11/12.
36. Walter Tillinghast, election officer, resignation eff 7/1/12.
37. Matthew Treannie, Firefighter, step incr from step 1, \$848.16/wk to step 2, \$915.10/wk, eff 5/6/12
38. Joseph Zanghetti, Police Lt, step incr from step 1, \$70,681/yr to step 2, \$72,094/yr, eff 5/25/12
- COL/step increases effective July 1, 2012 for the following:**
39. Jeffrey Abate, Dispatcher, COL incr from \$21.85/hr to \$22.28/hr
40. Clare Abril, Admin Bd Secr, FinCom, COL incr from \$27.08/hr to \$27.62/hr
41. Donald Anderson, Supt of Bldg Maint, Col incr from \$79,598/yr to \$81,190/yr
42. Timothy Bailey, Fire Chief, COL incr from \$117,465/yr to \$119,815/yr
43. Kenneth Barsomina, Seasonal Laborer, COL incr from \$11.34/hr to \$11.56/hr
44. Karen Beaton, Asst. T Acct, step/COL incr from step 11, \$58,635/yr to step 12, \$61,004/yr
45. Cindy Berube, Executive Assistant, BOS/T Adm, COL incr from \$73,875/yr to \$75,352/yr
46. Anita Bothwell, Dispatcher, Col incr from \$25.10/hr to \$25.60/hr
47. Michael Boynton, Town Administrator, contractual incr from \$138,238/yr to \$140,500/yr
48. Timothy Brooks, Dispatcher, COL incr from \$223.19/hr to \$23.65/hr
49. John Carmichael, Dep Police Chief, Col incr from \$94,897/yr to \$96,795/yr
50. Norma Jean Cauldwell, Asst Libr Dir, COL incr from \$74,027/yr to \$75,507/yr
51. Robin Chapell, Health Director, COL incr from \$93,261/yr to \$95,127/yr



**PDF
Complete**

*Your complimentary
use period has ended.
Thank you for using
PDF Complete.*

[Click Here to upgrade to
Unlimited Pages and Expanded Features](#)

- step/COL incr from step 12, \$23.65/hr, to step 13, \$24.60/hr
 incr from \$26.59/hr to \$27.12/hr
 COL incr from \$42,676/yr to \$43,529/yr
 incr from \$74,027/yr to \$75,507/yr
56. Josh Cole, Recreation Director, COL/step incr from \$89,582/yr to step 15, \$93,200/yr
 57. Emily Conrad, Bd Sec, Perm Bldg, COL incr from \$25.10/hr to \$25.60/hr
 58. Emily Conrad, Bd Sec, COA, COL incr from \$25.10/hr to \$25.60/hr
 59. Al Crosby, Wiring Inspector, COL incr from \$22.86/hr to \$23.32/hr
 60. Kara Dean, Children's Librarian, COL incr from \$55,253/yr to \$56,358/yr
 61. Kathleen Delaney, Admin Bd Sec, Planning Board, COL incr from \$27.08/hr to \$27.62/hr, incr in hrs from 30/wk to 34/wk
 62. Judy Decker, Admin Asst, Police, COL/step incr from step 13, \$60,642/yr to step 14, \$63,092/yr
 63. Donna Denehy, Admin Asst, DPW, Col/step incr from step 9, \$49,021/yr to step 10, \$50,001/yr
 64. Lauren DiCalogero, Principal Clerk, Engineering, COL/step incr from step 7, \$21.42/hr to step 8, \$22.28/hr
 65. Valorie Donohue, HR Admin, COL/step incr from step 12, \$73,876/yr to step 13, \$76,860/yr
 66. Election Officer COL incr from \$8.82/hr to \$9.00/hr
 67. Election Dep Warden/Clerks/Dep Clerks COL incr from \$10.88/hr to \$11.10/hr
 68. Election Registrar/Warden COL incr from \$13.05/hr to \$13.31/hr
 69. Carol Fellini, COA Van Driver, COL/step incr from step 12, \$20.26/hr to step 13, \$21.07/hr
 70. Fire Call Firefighter, COL incró Andrew Abate, \$15.25/hr to \$15.55/hr; Harley Bowden, \$18.35/hr to \$19.72/hr; Eric Lightbody, \$15.25/hr to \$15.55/hr; John Lightbody, \$16.60/hr to \$16.99/hr; Richard Mattson, \$16.58/hr to \$16.91/hr
 71. Dennis Flis, Appraiser, COL incr from \$93,261/yr to \$95,127/yr
 72. Sean Paul Ford-Withrow, Animal Control Off, COL incr from \$42,676/yr to \$43,529/yr
 73. Ed Forsberg, Dep Gas/Plumb Inspector, COL incr from \$22.86/hr to \$23.32/hr
 74. Mary Frisbee, Admin Bd Sec, S&W Comm, COL incr from \$27.08/hr to \$27.62/hr
 75. Ronald Fucile, Town Clerk, COL incr from \$54,824/yr to \$55,920/yr
 76. Salvatore Genovese, Library Director, COL incr from \$79,598/yr to \$81,190/yr
 77. Conchita Geyer, Outreach Worker, COL/step incr from step 12, \$25.52/hr to step 13, \$26.54/hr
 78. Emily Gillon, Library Page, COL/step incr from step 3, \$9.19/hr to step 4, \$9.56/hr
 79. Mark Good, Finance Director, COL incr from \$108,762/yr to \$110,937/yr
 80. Warren Goodwin, Principal Clerk, Police, COL incr from \$24.12/hr to \$24.60/hr,
 81. Scott Gustafson, Asst Supt, S&W, step/COL incr from step 14, \$79,952/yr to step 15, \$81,550/yr
 82. Scott Guyette, Dep Wiring Insp, COL incr from \$22.86/hr to \$23.32/hr
 83. Andrew Hand, Asst Supt, Hwy, Parks, Cemeteries, COL incr from \$76,847/yr to \$78,384/yr
 84. Robert Heavey, Gas/Plumbing Insp, COL incr from \$22.86/hr to \$23.32/hr
 85. Landis Hershey, Conservation Agent, COL/step incr from step 12, \$51,819/yr to step 13, \$53,913/yr
 86. Vincent Hobson, PC Support Tech, step/COL incr from step 8, \$55,253/yr to step 9, \$57,485/yr
 87. Kathleen Hutchinson, Asst Treasurer/Collector, COL incr from \$59,718/yr to \$60,912/yr
 88. Cindy Jackman, Dispatcher, COL incr from \$22.73/hr to \$23.19/hr
 89. Kevin Jelloe, Seasonal Laborer, COL incr from \$11.34/hr to \$11.56/hr
 90. Dorothy Jennings, Principal Clerk, Accting, COL incr from \$25.10/hr to \$25.60/hr
 91. James Johnson, Asst T Admin, COL/step incr from step 12, \$102,489/yr to step 13, \$106,629/yr
 92. Kia Kaizer, Library Page, COL incr from \$9.19/hr to \$9.37/hr
 93. Patricia Krusko, IT Director, COL incr from \$82,603/yr to \$84,255/yr,.
 94. Gerard Lane, Hearing Officer, COL incr from \$39.18/month to \$39.97/month
 95. Michael Laracy, Deputy Fire Chief, Col incr from \$98,731/yr to \$100,705/yr
 96. John Lee, Jr, Dep Gas/Plumbing Insp, COL incr from \$22.86/hr to \$23.32/hr
 97. Robert LeBlanc, Supt of Hwy, Pks, Cemeteries, COL/step incr from step 13, \$89,640/yr to step 14, \$93,262/yr,
 98. Fred Leland, Police Lt, Col incr from \$93,261/yr to \$95,127/yr,
 99. Leslie Loomis, Asst Children's Libr, COL incr from \$27.08/hr to \$27.62/hr
 100. Susan Manty, Principal Clerk, Police, COL incr from \$19.79/hr to \$20.18/hr
 101. Ava Martin, Principal Clerk, BOS, COL incr from \$19.02/hr to \$19.40/hr
 102. Richard Mattson, Supt of S&W, COL incr from \$93,261/yr to \$95,127/yr
 103. Joyce McCormick, Dispatcher, COL incr from \$25.10/hr to \$25.60/hr
 104. John Mee, Bldg Comm, COL/step incr from step 8, \$87,670/yr to step 9, \$91,212/yr



PDF
Complete

*Your complimentary
use period has ended.
Thank you for using
PDF Complete.*

[Click Here to upgrade to
Unlimited Pages and Expanded Features](#)

incr from \$93,261/yr to \$95,127/yr,
incr from \$53,062/yr to \$54,123/yr
Dev Dir, Col incr from \$73,863/yr to \$75,340/yr
L incr from \$11.34/hr to \$11.56/hr

109. Carly Moriarty, Dispatcher, COL incr from \$20.59/hr to \$21.00/hr
110. Bernard Mullaney, Dep Wiring Insp, COL incr from \$22.86/hr to \$23.32/hr
111. John Naff, Deputy Bldg Insp, Col incr from \$28.22/hr to \$28.78/hr,
112. Gail Nixon, Deputy Health Agent, COL incr from \$62,718/wk to \$63,972/wk
113. Michael Nolan, COA Van Driver, COL/step incr from step 2, \$16.62/hr to tep 3, \$17.29/hr
114. Chad Norton, Recreation Coord, step/COL incr from step 8, \$55,253/yr to step 9, \$57,485/yr
115. Robert O'Brien, DPW Director, COL incr from \$117,464/yr to \$119,814/yr
116. Thomas Perciaccante, Supt of Vehicle Maint, COL incr from \$79,952/yr to \$81,550/yr
117. Thomas Perciaccante, Jr, Dispatcher, Col incr from \$19.02/hr to \$19.40/hr
118. Police Crossing Guards, COL incr from \$15.36/hr to \$15.67/hr, Kelly Carmichael, John Becker, Julianne Galonzka, Esther Jennings, Charles McLaughlin, Susan Portanova, Laura Robinson
119. Ron Preibis, Engineering Aide, COL/step incr from step 7, \$23.54/hr to step 8, \$24.49/hr
120. David Prendergast, Seasonal Laborer, Col incr from \$11.56/hr to \$11.79/hr
121. Charles Quigley, Asst T Engineer, COL incr from \$79,952/yr to \$81,550/yr
122. Ellen Ransow, Principal Clerk, Libr, COL/step incr from step 8, \$21.85/hr to step 9, \$22.73/hr
123. Barbara Rossi, Principal Clerk, Police, COL incr from \$19.40/hr to \$19.79/hr
124. Pamela Smith, Admin Bd Secr, ConCom, step/COL incr from Step 8, \$23.57/hr to step 9, \$24.52/hr
125. Warren Smith, Reference Libr, COL incr from \$63,468/yr to \$64,738/yr
126. David Sottile, Seasonal Laborer, COL incr from \$11.56/hr to \$11.79/hr
127. Evelyn Splaine, Admin Bd Secr, ZBA, COL incr from \$27.08/hr to \$27.62/hr
128. Richard Stillman, Police Chief, contractual incr from \$120,265/yr to \$122,670/yr
129. Kira Street, Sr. Library Page, COL incr from \$12.00/hr to \$12.24/hr
130. Mary Timilty, Sr. Clerk, TCik/ACO, COL incr from \$16.2/hr to \$16.95/hr
131. Margaret Walker, T Engineer, Col incr from \$93,261/yr to \$95,127/yr
132. Jane Wulk, COA Van Driver, COL/step incr from step 12, \$20.26/hr to step 13, \$21.07/hr
133. Joseph Zanghetti, Police Lt, COL incr from \$72,094/yr to \$73,537/yr

RECREATION – SEASONAL:

POOLS – Eff 6/18-8/24/12

1. Nicole Andre, rehire, Gate Attendent, \$8.24/hr
2. Brad Bollino, rehire, Lifeguard, \$10.55/hr
3. Peter Burke, rehire, Gate Attendant, \$8.75/hr
4. Gina Conti, rehire, Gate Attendant, \$8.24/hr
5. Ramie Cormay, rehire, Lifeguard, \$10.55/hr
6. Brian Cronin, rehire, WSI, \$11.58/hr
7. Alice Gallivan, rehire, WSI, \$11.58/hr
8. Robert Gay, rehire, lifeguard, \$9.52/hr
9. Christine Drogan, rehire, Lifeguard, \$9.00/hr
10. Kristin Jankowski, rehire, lifeguard, \$9.27/hr
11. Kimberly Keeman, rehire, lifeguard, \$9.27/hr
12. Christian Kelley, rehire, lifeguard, \$9.52/hr,
13. Stephanie Kelly, rehire, WSI, \$11.58/hr
14. Nicole Lazzaro, rehire, Gate Attendant, \$8.75/hr
15. Cameron McDonough, rehire, Gate Attendant, \$9.27/hr
16. Colin McDonough, rehire, Lifeguard, \$10.55/hr
17. Kelly McGovern, rehire, Lifeguard, \$9.52/hr
18. Erin Myers, rehire, Lifeguard, \$9.00/hr
19. Kristen O'Leary, rehire, Lifeguard, \$9.27/hr
20. Courtney Pomer, rehire, WSI, \$11.58/hr
21. Samantha Pomer, rehire, Lifeguard, \$9.52/hr
22. Danielle Sauve, rehire, Gate Attendant, \$8.24/hr
23. Jessica Sauve, rehire, gAte Attednant, \$8.24/hr
24. Courtney Shea, rehire, WSI, \$11.58/hr
25. Shaela Welch, new hire, Asst Aquatics Dir, \$12.50/hr



Your complimentary
use period has ended.
Thank you for using
PDF Complete.

[Click Here to upgrade to
Unlimited Pages and Expanded Features](#)

\$9.52/hr
1, \$9.78/hr
58/hr
nt, \$9.27/hr

REBEL HOOP CLINIC – EFF 6/25-8/1/12

1. Steven Bean, new hire, Program Instr, \$9.00/hr
2. Stacy Bilodeau, rehire, Spec Instr, \$35.00/hr
3. Lauren Bodin, rehire, Program Instr, \$10.00/hr
4. Michaela Brown, rehire, Program Instr, \$10.00/hr
5. Darci Bruce, rehire, Program Instr, \$10.00/hr
6. Tim Clifford, rehire, Spec Inst, \$25.00/hr
7. Danielly Collins, rehire, Spec Instr, \$28.00/hr
8. Nicholas Cordopatri, new hire, Program Inst, \$9.00/hr
9. Stephanine DeSantis, rehire, Program Instr, \$10.00/hr
10. Alexander DiSciullo, rehire, Program Instr, \$10.50/hr
11. Adrianna Frattasio, rehire, Program Instr, \$11.00/hr
12. Timothy Gallivan, rehire, Program Instr, \$10.50/hr
13. Robin Hughes, rehire, Spec Instr, \$28.00/hr
14. Emily Hunt, rehire, Spec Instr, \$25.00/hr,
15. Summer King, new hire, Program Instr, \$9.50/hr
16. Brian Lotsbom, rehire, Program Instr, \$10.50/hr
17. Julie Marshall, rehire, Spec Inst, \$22.00/hr
18. Michelle Monahan, new hire, Program Instr, \$9.50/hr
19. Julie Moser, new hire, Program Instr, \$9.50/hr
20. Elizabeth Ryan, rehire, Program Instr, \$10.00/hr
21. Thomas Ryan, rehire, Program Instr, \$10.50/hr
22. Nell Sandvos, rehire, Program Instr, \$10.00/hr
23. David St.Martin, rehire, Speci Instr, \$35.00/hr
24. Eric Stoller, rehire, Program Instr, \$10.50/hr

SUMMER ACADEMY – EFF 7/1-31/12

1. Laura Damata, new hire, recr Spec instr, \$33.00/hr
2. MaryBeth Damata, new hire, Spec Instr, \$33.00/hr
3. Suzanne Girvan, new hire, Spec Instr, \$33.00/hr
4. Shevon Kuznezov, Activate, Recr Spec Instr, \$33.00/hr,
5. Cathy Madden, new hire, Recr Spec Instr, \$33.00/hr
6. Fiona O'Connor, new hire, Recr Spec Instr, \$33.00/hr
7. Jill Shea, new hire, Spec Instr, \$33.00/hr
8. Deborah Smalley, new hire, Spec Instr, \$33.00/hr

FIELD HOCKEY CLINIC – EFF 6/25-8/1/12

1. Caroline Feeley, rehire, Program Instr, \$10.00/hr, eff 7/9-13/12
2. Hanna Feeley, rehire, Program Instr, \$10.00/hr, eff 7/9-13/12
3. Meghan Loring, rehire, Program Instr, \$10.00/hr
4. Jennifer Quinn, Spec Instr, \$31.00/hr

SPRING TRAINING CLINIC – EFF 4/23-5/4/12

1. Ryan Ackles, new hire, program aide, \$8.00/hr
2. Timothy Bender, new hire, program aide, \$8.00/hr
3. Nathan Porack, new hire, program aide, \$8.00/hr
4. Joseph Smith, new hire, progr aide, \$8 .00/hr

YOUTH SPORTS STAFF – EFF 5/1-9/1/12

1. Christina Tobin, new hire, Program Aide, \$8.00/hr
2. Brad Webber, new hire, Program Aide, \$8.00/hr

OTHER PROGRAMS:

1. Michaela Chapman, new hire, recr spec instr, \$20.00/hr, eff 5/1-9/1/12 ó Zumba Instructor
2. Brendan Sullivan, new hire, Recr Prog Aide, \$8.00/hr, eff 3/26 ó 4/13/12. Extra Innings Baseball Clinic
3. Nicole Valenti, new hire, Program Instr, \$9.50/hr, eff 6/25-8/24/12